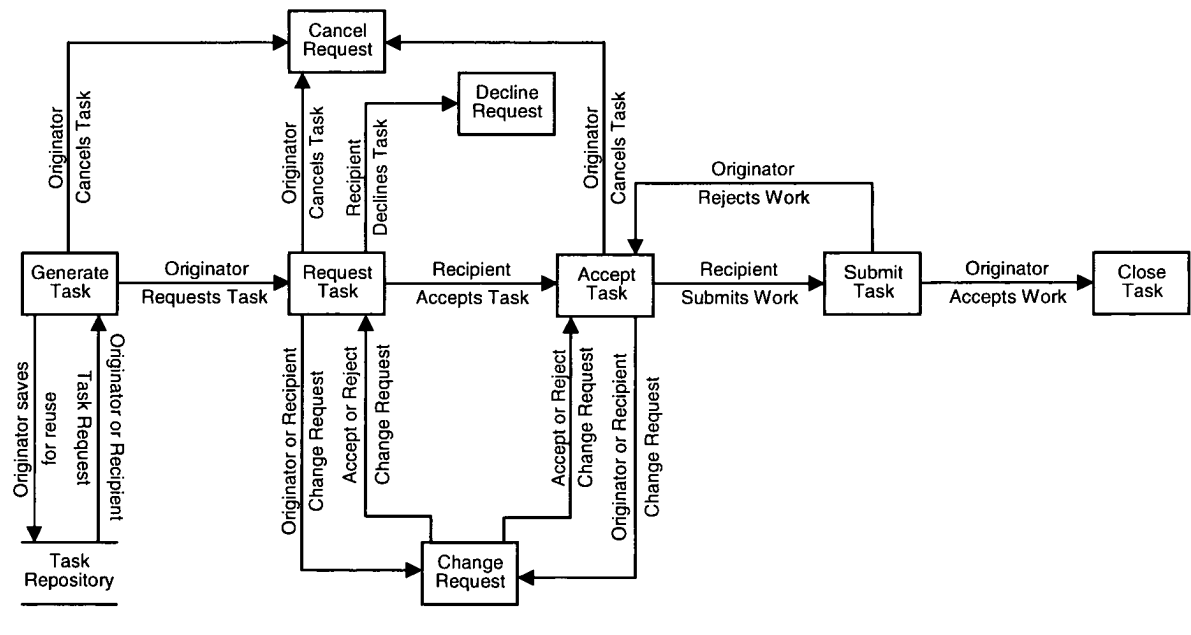


**Amendments to the Claims:**

This listing of claims will replace all prior versions, and listings, of claims in the application:

1. (Currently amended) An enterprise wide task and commitment management system for monitoring and recording single tasks forming part of a project performable by two employees that function as a task Originator and a task Recipient in a matrix based organization, comprising:
  - a. a task state machine system software means for enforcing ~~the~~ one or more rules of the task state machine, incorporating a schema required by the task state machine diagram below:



and persisting all task state changes to a relational database;

- b. task state machine graphic interface means associated with said system software for providing ability to transact tasks, and for providing visibility of task related details to employees based on an organizational hierarchy.

2. (Original) An enterprise wide task and commitment management system as recited by claim 1, wherein said system software means is resident on a single server computer.
3. (Currently amended) An enterprise wide task and commitment management system as recited by claim 1, wherein said system software means is distributed over a secure network, ~~such as an Intranet or an Internet.~~
4. (Currently amended) An enterprise wide task and commitment management system as recited in claim 1 wherein said task state machine graphic interface means incorporates said task state diagram and is based on a Task Role ~~of Originator, an Recipient, an None (Visual Rights only),~~ and a Task State, wherein said Task Role can be an Originator, a Recipient, a None - (Visual Rights only) and said Task State can be of a Generate, a Request, an Accept, a Submit, a Close, a Decline and a Cancel.
5. (Currently amended) An enterprise wide task and commitment management system as recited by claim 4 wherein the Task Role is the Originator and said Task State is Generate, defining a task.
6. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is the Originator and said Task State is the Request, requesting a defined task from a Recipient.

7. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is the Recipient and said Task State is the Request, ~~said~~ a defined task being evaluated by the Recipient to determine if the task should be accepted, declined or modified.
8. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is Recipient or Originator and said Task State is Request or Accept, a defined task ~~being~~ is modified by invoking a New Change Request.
9. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is the None - (Visibility rights only) and the Task State is the Request, ~~said~~ a defined task ~~being~~ is viewable by ~~any one~~ anyone in the enterprise who has implicit visibility rights because they are in the upward, inline management of the Originator or the Recipient of the task.
10. (Currently amended) An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is the Recipient and Task State is the Accept, wherein ~~said~~ a defined task ~~being~~ is accepted by the Recipient through one-on-one negotiation.

11. (Original)           An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is None - (Visibility rights only) and Task State is Accept, said accepted task being viewable by anyone in the enterprise who has implicit visibility rights because they are in the upward, inline management of the Originator or the Recipient of the task.
12. (Original)           An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is Recipient and Task State is Submit, said task being submitted by the Recipient in the form of an RTF file or other file type based on filters loaded in the said system software.
13. (Original)           An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is None - (Visibility rights only) and said Task State is Submit, said submitted task being viewable by any one in the enterprise who has implicit visibility rights because they are in the upward, inline management of the Originator or the Recipient of the task.
14. (Original)           An enterprise wide task and commitment management system as recited in claim 4 wherein the Task Role is Originator and said Task State is Submit, said submitted task being reviewed by the Originator to accept and close the task or reject and submit for rework by the Recipient.

15. (Currently amended) An enterprise wide task and commitment management system as recited by claim 4, wherein inline managers using the Task Role of the None - (Visibility Rights only) to monitor ~~the task generation, task execution and task submission and task commitment~~ a Request Task, an Accept Task, a Submit Task and a Close Task for:
- a. generating one or more employee performance appraisals and substantiating the appraisal with at least one selective task content from the database;
  - b. mining the database for one or more recurring tasks and one or more multiple, linked recurring tasks to discover one or more inefficiencies and consequently redesign a business process to gain one or more efficiencies; and
  - c. providing a first hand firsthand content of who did what and when to prove compliance of state or federal regulations.